

RESOLUTION ON THE ANNUAL COMPENSATION FOR THE SUPERINTENDENT OF PUBLIC INSTRUCTION

The Executive Committee hereby **RECOMMENDS** that the State Board of Education **ADOPT** the following:

The State Board adopted a resolution naming Paolo DeMaria as Superintendent on May 13, 2016.

The adopted resolution set compensation of \$180,000 (one hundred and eighty thousand dollars), plus the ability to earn an additional \$20,000 (twenty thousand dollar) bonus.

The requirements for earning the bonus were not defined.

The bonus is unique in the State for the Superintendent.

The State Board has granted the Superintendent annual pay increases consistent with other state employees but has made no other market adjustment to his compensation.

The compensation of the Superintendent's peers supports an equitable pay adjustment.

NOW, THEREFORE BE IT RESOLVED, that the Superintendent be awarded a bonus of \$20,000 (twenty thousand dollars) for his performance from July 1, 2018 through June 30, 2019.

BE IT FURTHER RESOLVED, that the Superintendent's option to earn the bonus be terminated, effective July 1, 2019 and beyond.

BE IT FURTHER RESOLVED, that the Executive Committee recommends that the State Board approve a two and three-quarter percent (2.75%) salary increase for the Superintendent of Public Instruction, effective June 23, 2019, which is consistent with other state employees.

BE IT FURTHER RESOLVED, that the Executive Committee recommend that the State Board approve an equitable pay adjustment of \$15,215.59 (fifteen thousand, two hundred and fifteen dollars, and fifty-nine cents) to the Superintendent, Paolo DeMaria, so that his salary is increased to \$210,000 (two hundred and ten thousand dollars) effective July 1, 2019. The Superintendent will continue to serve at the pleasure of the State Board as an "at will" employee, and the State Board will review the Superintendent's performance beginning January 1, 2020.